Some points of advice on writing your EDI section:

- **Be authentic**
  - Present your plan – don’t pander
  - There are many good plans

- **Be feasible**
  - Look for and address local opportunities
  - What doors need to be opened where you work?
  - What doors can you realistically open in the next five years?

- **Be prospective**
  - A retrospective census can provide some evidence that you have been EDI active but the committee needs to read a convincing prospective action plan
  - Don’t rest on your laurels
  - How you will do better and improve on your EDI record

- **Be concrete and be active**
  - Present a concrete plan on how you will advance and implement EDI in your lab
  - Try to write sentences that begin, “I will…”

- **Minimize rhetorical boilerplate**
  - You do not need to write a long rhetorical preamble
  - Spend your words on an articulate, organized, and feasible action plan and let that work convince the committee of your commitment to EDI

- **Don’t rely on outsourcing**
  - EDI workshops are great, but they should be treated as in addition to your own direct plans and efforts
  - The committee needs to hear what you will do to practice and advance EDI in your laboratory

- **Getting started...**
  - Reflect on your shortcomings and use that analysis to shape your plan
    - What do you wish you had done but didn’t in the past five years?
    - What do you wish you had done differently over the past five years?
    - Write a plan to make those wishes come true over the next five years?